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# *Virginia's Assisted Living Facility Administrator Workforce: 2013*

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Healthcare Workforce Data Center

December 2013

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*More than 400 Assisted Living Facility Administrators voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Long-Term Care Administrators express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

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## The Assisted Living Facility Administrator Workforce: At a Glance:

### The Workforce

Licensees:	642
Virginia's Workforce:	612
FTEs:	728

### Background

Rural Childhood:	49%
HS Degree in VA:	60%
Prof. Degree in VA:	82%

### Current Employment

Employed in Prof.:	93%
Hold 1 Full-time Job:	85%
Satisfied?:	96%

### Survey Response Rate

All Licensees:	68%
Renewing Practitioners:	81%

### Education

Other:	36%
Prof. Certification:	24%

### Job Turnover

Switched Jobs in 2012:	7%
Employed over 2 yrs:	69%

### Demographics

Female:	83%
Diversity Index:	37%
Median Age:	52

### Finances

Median Income:	\$50k-\$75k
Health Benefits:	53%
Retirement:	39%

### Time Allocation

Patient Care:	10%
Administration:	40%
Admin. Role:	23%

Source: Va. Healthcare Workforce Data Center

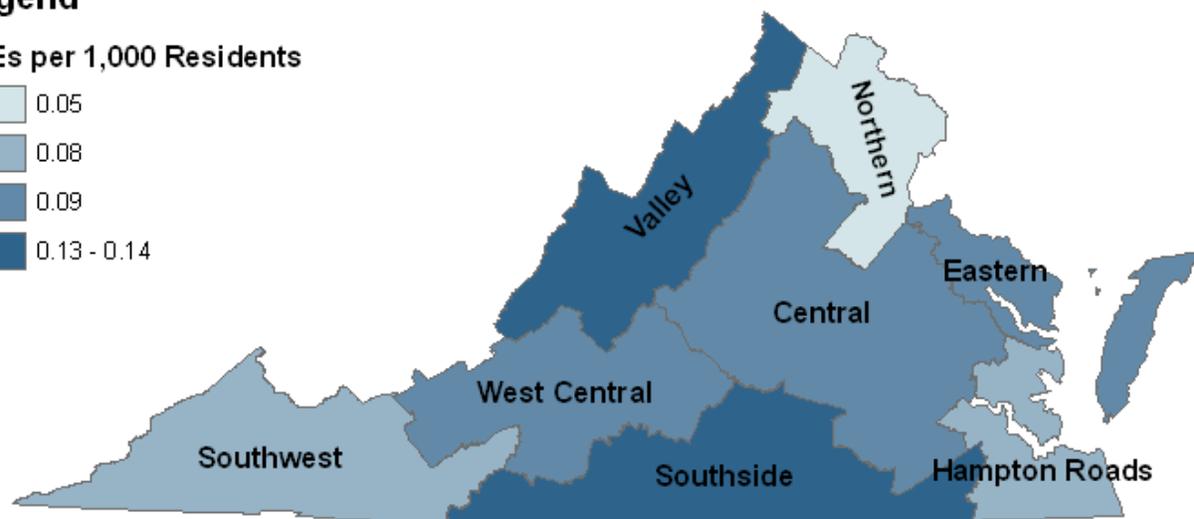
## Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

### Legend

#### FTEs per 1,000 Residents

	0.05
	0.08
	0.09
	0.13 - 0.14



July 2012 Population Estimates  
from the University of Virginia's  
Weldon Cooper Center for Public Service

0 25 50 100 150 200 Miles



Source: Va. Healthcare Workforce Data Center

More than 400 assisted living facility administrators (ALFAs) voluntarily took part in the 2013 Assisted Living Facility Administrator Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every March for ALFAs. These survey respondents represent 68% of the 642 ALFAs who are licensed in the state and 81% of renewing practitioners.

The HWDC estimates that 612 assisted living facility administrators participated in Virginia's workforce in 2012, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as a ALFA at some point in the future. Virginia's ALFA workforce provided 728 "full-time equivalency units" in 2012, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

93% of Virginia's assisted living facility administrators were employed in the profession at the time of the survey, and more than two-thirds have been employed at their primary work location for at least two years. 85% of Virginia's ALFAs held one full-time position, while just 4% of ALFAs had one part-time job. In addition, only 8% held two or more positions. ALFAs are very happy in their profession. 96% indicated they were satisfied with their current employment situation, including nearly three out of four who indicated they were "very satisfied".

83% of the assisted living facility administration workforce is female, and their median age is 52. Virginia's ALFA workforce is less diverse than Virginia's overall population, with non-Hispanic white practitioners accounting for 77% of the workforce. In a random encounter between two ALFAs, there is only a 37% probability that they would be of different races or ethnicities. For the Virginia population as a whole, this same probability is 54%. ALFAs who are under the age of 40 are slightly more diverse, with a diversity index of 41%.

Nearly half of Virginia's assisted living facility administrators grew up in a rural area, but only one-third of these professionals currently work in non-Metro areas of the state. 60% of Virginia's ALFA workforce graduated from high school in Virginia, while more than four-fifths received their initial professional degree in the state. In total, nearly 90% of Virginia's ALFAs have some educational background in the state. Outside of Virginia, New York, Pennsylvania, Maryland and North Carolina were among the largest sources of the state's ALFA workforce.

Nearly one-quarter of all assisted living facility administrators earned a profession-specific certificate as their highest professional degree, while nearly 30% received either a Bachelor's or Master's degree in Health Administration. The median annual income for ALFAs is between \$50,000 and \$75,000, while one-quarter earn more than \$100,000 per year. In addition to monetary compensation, nearly three-quarters of Virginia's ALFAs receive at least one employer-sponsored benefit, including more than half who received health insurance through their employer.

Assisted living facility administrators focused most of their efforts on administrative activities. The typical ALFA spent 40% of their time on administrative duties and 30% on supervisory tasks. Only 10% of their time was spent in patient care activities. Nearly one-quarter of ALFAs spent at least 65% of their time on administrative activities at their primary work location.

**A Closer Look:**

Licensees		
License Status	#	%
<b>Renewing Practitioners</b>	541	84%
<b>New Licensees</b>	53	8%
<b>Non-Renewals</b>	48	7%
<b>All Licensees</b>	642	100%

Source: Va. Healthcare Workforce Data Center

*Our surveys tend to achieve very high response rates. More than four out of five renewing assisted living facility administrators submitted a survey. These represent 68% of ALFAs who held a license at some point during the licensing period.*

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 30</b>	3	13	81%
<b>30 to 34</b>	6	23	79%
<b>35 to 39</b>	16	52	77%
<b>40 to 44</b>	23	49	68%
<b>45 to 49</b>	27	54	67%
<b>50 to 54</b>	32	80	71%
<b>55 to 59</b>	32	75	70%
<b>60 and Over</b>	67	90	57%
<b>Total</b>	206	436	68%
<b>New Licenses</b>			
<b>Issued 4/2012 to 3/2013</b>	31	22	42%
<b>Metro Status</b>			
<b>Non-Metro</b>	32	85	73%
<b>Metro</b>	154	333	68%
<b>Not in Virginia</b>	20	18	47%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed Administrators**

Number:	642
New:	8%
Not Renewed:	7%

**Response Rates**

All Licensees:	68%
Renewing Practitioners:	81%

Source: Va. Healthcare Workforce Data Center

**Response Rates**

<b>Completed Surveys</b>	436
<b>Response Rate, all licensees</b>	68%
<b>Response Rate, Renewals</b>	81%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in March 2013.
- 2. Target Population:** All assisted living facility administrators who held a Virginia license at some point in 2012.
- 3. Survey Population:** The survey was available to ALFAs who renewed their licenses online. It was not available to those who did not renew, including some ALFAs newly licensed in 2012 or 2013.

## At a Glance:

### Workforce

2012 ALFA Workforce: 612  
 FTEs: 728

### Utilization Ratios

Licensees in VA Workforce: 95%  
 Licensees per FTE: 0.88  
 Workers per FTE: 0.84

Source: Va. Healthcare Workforce Data Center

Virginia's ALFA Workforce		
Status	#	%
Worked in Virginia in Past Year	609	100%
Looking for Work in Virginia	3	0%
Virginia's Workforce	612	100%
Total FTEs	728	
Licensees	642	

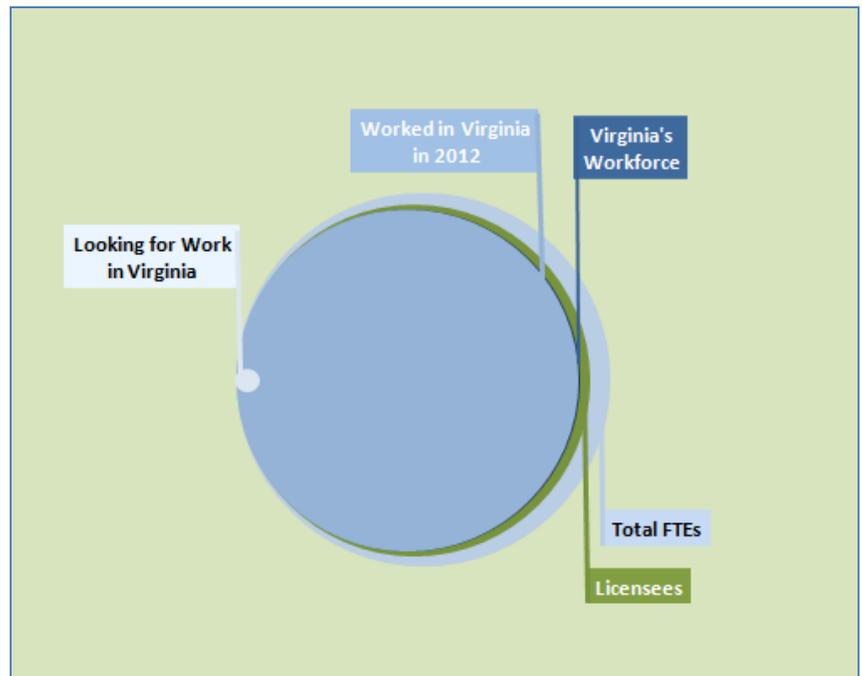
Source: Va. Healthcare Workforce Data Center

## Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in 2012 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

*This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:*

[www.dhp.virginia.gov/hwdc](http://www.dhp.virginia.gov/hwdc)



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	2	13%	13	85%	16	3%
30 to 34	6	22%	22	79%	28	5%
35 to 39	14	20%	53	80%	67	11%
40 to 44	15	22%	51	78%	66	11%
45 to 49	18	25%	54	75%	72	12%
50 to 54	10	10%	94	90%	104	18%
55 to 59	13	13%	88	87%	101	17%
60 +	26	18%	115	82%	140	24%
<b>Total</b>	<b>104</b>	<b>18%</b>	<b>490</b>	<b>83%</b>	<b>594</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	ALFAs		ALFAs Under 40	
	%	#	%	#	%
White	64%	470	77%	83	75%
Black	19%	101	17%	20	18%
Asian	6%	17	3%	4	4%
Other Race	0%	6	1%	2	2%
Two or more races	2%	9	1%	1	1%
Hispanic	8%	4	1%	1	1%
<b>Total</b>	<b>100%</b>	<b>607</b>	<b>100%</b>	<b>111</b>	<b>100%</b>

\*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

More than four out of five assisted living facility administrators are female. The median age of all ALFAs is 52, and less than one-fifth of ALFAs are under the age of 40.

At a Glance:

**Gender**

% Female: 83%  
% Under 40 Female: 79%

**Age**

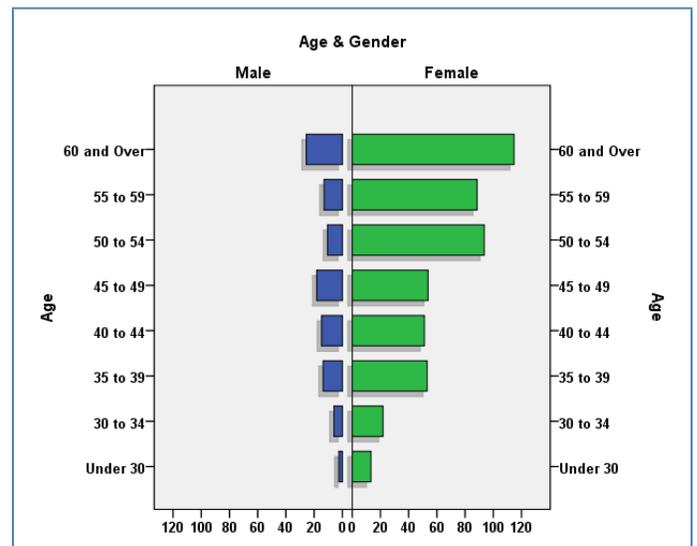
Median Age: 52  
% Under 40: 19%  
% 55+: 41%

**Diversity**

Diversity Index: 37%  
Under 40 Div. Index: 41%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two ALFAs, there is 37% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 54% chance for Virginia's population. This percentage increases to 41% for those ALFAs who are under the age of 40.



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 14%  
Rural Childhood: 49%

### Virginia Background

HS in Virginia: 62%  
Prof. in VA: 93%  
HS or Prof. in VA: 94%

### Location Choice

% Rural to Non-Metro: 33%  
% Urban/Suburban to Non-Metro: 9%

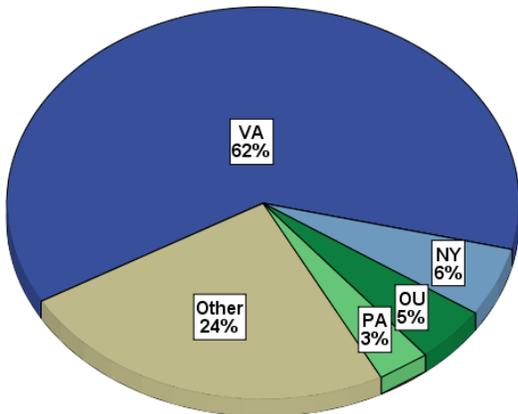
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	35%	47%	18%
2	Metro, 250,000 to 1 million	55%	26%	20%
3	Metro, 250,000 or less	68%	30%	2%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	81%	19%	0%
6	Urban pop, 2,500-19,999, Metro adj	75%	24%	2%
7	Urban pop, 2,500-19,999, nonadj	89%	4%	8%
8	Rural, Metro adj	67%	8%	25%
9	Rural, nonadj	64%	27%	9%
<b>Overall</b>		<b>49%</b>	<b>37%</b>	<b>14%</b>

Source: Va. Healthcare Workforce Data Center

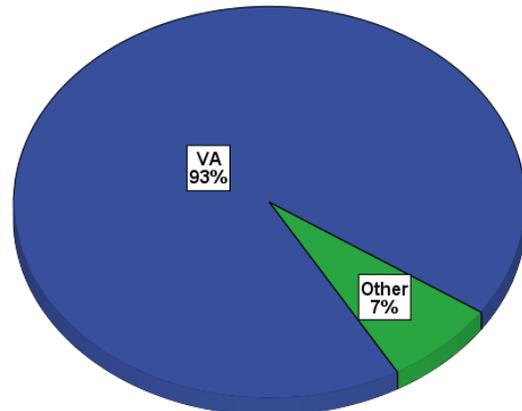
### High School Location



Source: Va. Healthcare Workforce Data Center

Nearly half of ALFAs grew up in self-described rural areas, of which one-third currently work in Non-Metro counties. Overall, approximately one out of five ALFAs work in rural areas of Virginia.

### Location, Initial Professional Degree



Source: Va. Healthcare Workforce Data Center

Nearly 95% of ALFAs have a background in the state, including more than 60% who received both their high school and initial professional degrees in Virginia.

## Top Ten States for Assisted Living Facility Administrator Recruitment

Rank	All Assisted Living Facility Administrators			
	High School	#	Init. Prof Degree	#
1	Virginia	369	Virginia	501
2	New York	34	North Carolina	11
3	Outside U.S./Canada	27	Maryland	4
4	Pennsylvania	20	Florida	4
5	North Carolina	17	New York	3
6	Maryland	17	Pennsylvania	3
7	West Virginia	13	Oklahoma	2
8	California	9	California	2
9	Ohio	9	Ohio	2
10	New Jersey	9	Georgia	2

Source: Va. Healthcare Workforce Data Center

*Outside of Virginia, New York, Pennsylvania and North Carolina are the largest contributors to Virginia's assisted living facility administrator workforce. In addition, foreign countries were a major contributor to Virginia's ALFA workforce.*

*More than three out of five assisted living facility administrators received their high school degree in Virginia, and 93% earned their initial professional degree in the state.<sup>1</sup>*

*Only 5% of licensees did not participate in Virginia's assisted living facility administrator workforce in 2012. Of this group, 87% worked at some point in the past year, including 83% who worked in a profession related to long-term care. About a quarter of these professionals worked in a state bordering Virginia or in Washington D.C.*

### At a Glance:

#### Not in VA Workforce

Total:	30
% of Licensees:	5%
Federal/Military:	0%
Va Border State/DC:	23%

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> The Virginia Department of Health Professions began licensing ALFAs in 2008, so the comparison of all licenses to those licensed in the past five years (included in most of our professions reports) is identical and does not appear here.

**A Closer Look:**

Highest Degree				
Degree	Health Administration		All Degrees	
	#	%	#	%
<b>Admin-in-Training</b>	135	24%	162	28%
<b>Associate</b>	66	12%	123	21%
<b>Bachelors</b>	96	17%	186	32%
<b>Graduate Cert.</b>	22	4%	38	7%
<b>Masters</b>	38	7%	67	11%
<b>Doctorate</b>	3	1%	6	1%
<b>Other</b>	199	36%	NA	NA
<b>Total</b>	<b>559</b>	<b>100%</b>	<b>583</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Nearly one-quarter of all ALFAs have a professional certificate as their highest professional degree, while 17% have earned a Bachelor's degree. More than one-quarter of ALFAs are also nurses, while 15% are registered medication aides.*

Job Titles				
Title	Primary		Secondary	
	#	%	#	%
<b>Administrator</b>	228	40%	32	29%
<b>Assistant Administrator</b>	35	6%	4	4%
<b>Executive Director</b>	90	16%	16	14%
<b>President/Executive Officer</b>	11	2%	3	3%
<b>Owner</b>	5	1%	5	4%
<b>Other</b>	82	14%	34	30%
<b>Multiple Titles</b>	119	21%	18	16%
<b>Total</b>	<b>570</b>	<b>100%</b>	<b>112</b>	<b>100%</b>

## At a Glance:

**Health Administration Education**

Admin-in-Training: 24%  
 Bachelor's Degree: 17%  
 Other: 36%

**Licenses/Registrations**

Nurse (RN or LPN): 27%  
 Reg. Medication Aide: 15%

**Job Titles**

Administrator: 40%  
 Executive Director: 16%

Source: Va. Healthcare Workforce Data Center

Licenses and Registrations		
License/Registration	#	%
<b>Nurse (RN or LPN)</b>	166	27%
<b>Registered Medication Aide</b>	92	15%
<b>Certified Nursing Assistant</b>	33	5%
<b>Nursing Home Administrator</b>	7	1%
<b>Respiratory Therapist</b>	3	0%
<b>Other</b>	56	9%
<b>At Least One</b>	<b>601</b>	<b>98%</b>

*Administrator was the most commonly held job title, with 44% of NHAs holding that title. Executive Director trailed significantly at 16%.*

## At a Glance:

### Employment

Employed in Profession: 93%  
Involuntarily Unemployed: 1%

### Positions Held

1 Full-time: 85%  
2 or More Positions: 8%

### Weekly Hours:

40 to 49: 51%  
60 or more: 16%  
Less than 30: 3%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
<b>Employed in a LTC related capacity</b>	558	93%
<b>Employed, NOT in a LTC related capacity</b>	30	5%
<b>Involuntarily unemployed</b>	3	1%
<b>Voluntarily unemployed</b>	8	1%
<b>Retired</b>	2	0%
<b>Total</b>	<b>600</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
<b>No Positions</b>	13	2%
<b>One Part-Time Position</b>	24	4%
<b>Two Part-Time Positions</b>	4	1%
<b>One Full-Time Position</b>	497	85%
<b>One Full-Time Position &amp; One Part-Time Position</b>	28	5%
<b>Two Full-Time Positions</b>	7	1%
<b>More than Two Positions</b>	9	2%
<b>Total</b>	<b>582</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
<b>0 hours</b>	13	2%
<b>1 to 9 hours</b>	6	1%
<b>10 to 19 hours</b>	5	1%
<b>20 to 29 hours</b>	6	1%
<b>30 to 39 hours</b>	12	2%
<b>40 to 49 hours</b>	292	51%
<b>50 to 59 hours</b>	153	26%
<b>60 to 69 hours</b>	66	11%
<b>70 to 79 hours</b>	12	2%
<b>80 or more hours</b>	13	2%
<b>Total</b>	<b>578</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*93% of Virginia's ALFAs were employed in their profession, and 85% held one full-time job. Only 8% of ALFAs worked two or more jobs. Half of ALFAs worked between 40 and 49 hours per week. Only 3% worked less than 30 hours per week, while 2% were not currently working.*

**A Closer Look:**

Income		
Hourly Wage	#	%
<b>Volunteer Work Only</b>	3	1%
<b>\$25,000 or less</b>	41	9%
<b>\$25,001-\$50,000</b>	120	26%
<b>\$50,001-\$75,000</b>	183	39%
<b>\$75,001-\$100,000</b>	90	19%
<b>\$100,001-\$125,000</b>	25	5%
<b>\$125,001-\$150,000</b>	3	1%
<b>\$150,001-\$175,000</b>	3	1%
<b>\$175,001-\$200,000</b>	0	0%
<b>Over \$200,000</b>	3	1%
<b>Total</b>	<b>470</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
 Median Income: \$50k-\$75k  
 Middle 50%: \$25k-\$100k

**Benefits**  
 Employer Health Insurance: 53%  
 Employer Retirement: 39%

**Satisfaction**  
 Satisfied: 96%  
 Very Satisfied: 73%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	#	%
<b>Signing/Retention Bonus</b>	46	8%
<b>Dental Insurance</b>	288	52%
<b>Health Insurance</b>	297	53%
<b>Paid Leave</b>	348	62%
<b>Group Life Insurance</b>	270	48%
<b>Retirement</b>	217	39%
<b>Receive at least one benefit</b>	<b>412</b>	<b>74%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

*The median income for ALFAs is between \$50,000 and \$75,000 per year, while one-quarter of ALFAs earned more than \$100,000 per year. In addition, nearly three-quarters of ALFAs received at least one employer-sponsored benefit at their place of work.*

*96% of assisted living facility administrators are satisfied with their job, including 73% who are very satisfied with their current work circumstances.*

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	429	73%
<b>Somewhat Satisfied</b>	133	23%
<b>Somewhat Dissatisfied</b>	19	3%
<b>Very Dissatisfied</b>	6	1%
<b>Total</b>	<b>587</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	16	3%
Experience Voluntary Unemployment?	17	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	13	2%
Work two or more positions at the same time?	91	15%
Switch employers or practices?	41	7%
<b>Experienced at least 1</b>	<b>158</b>	<b>26%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Unemployment Experience 2012**

Involuntarily Unemployed: 3%  
Underemployed: 2%

**Turnover & Tenure**

Switched Jobs: 7%  
New Location: 21%  
Over 2 years: 69%  
Over 2 yrs, 2<sup>nd</sup> location: 60%

Source: Va. Healthcare Workforce Data Center

*Only 3% of Virginia's assisted living facility administrators experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia's average monthly unemployment rate was 5.9% in 2012.<sup>1</sup>*

**Location Tenure**

Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	6	1%	18	16%
<b>Less than 6 Months</b>	53	9%	5	4%
<b>6 Months to 1 Year</b>	50	9%	13	12%
<b>1 to 2 Years</b>	68	12%	10	9%
<b>3 to 5 Years</b>	96	17%	18	16%
<b>6 to 10 Years</b>	102	18%	18	16%
<b>More than 10 Years</b>	193	34%	31	28%
<b>Subtotal</b>	<b>567</b>	<b>100%</b>	<b>112</b>	<b>100%</b>
<b>Did not have location</b>	3		481	
<b>Item Missing</b>	42		19	
<b>Total</b>	<b>612</b>		<b>612</b>	

Source: Va. Healthcare Workforce Data Center

*Nearly 70% of ALFAs have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.*

<sup>2</sup> As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 6.4% in January to 5.4% in November.

## At a Glance:

### Concentration

Top Region:	22%
Top 3 Regions:	65%
Lowest Region:	2%

### Locations

2 or more (2012):	21%
2 or more (Now*):	16%

Source: Va. Healthcare Workforce Data Center

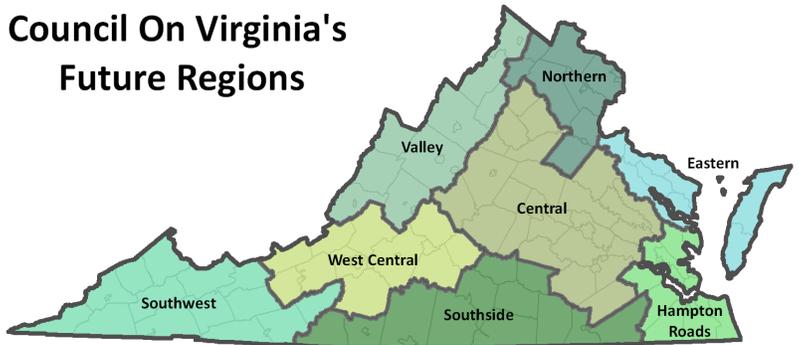
Nearly two-thirds of assisted living facility administrators worked in Central Virginia, Hampton Roads or Northern Virginia. Fewer than 15% of ALFAs worked in Southwest, Southside and Eastern Virginia combined.

## A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	128	22%	19	19%
Eastern	12	2%	1	1%
Hampton Roads	125	22%	17	17%
Northern	117	20%	21	21%
Southside	39	7%	6	6%
Southwest	30	5%	7	7%
Valley	60	10%	6	6%
West Central	60	10%	15	15%
Virginia Border State/DC	0	0%	5	5%
Other US State	1	0%	4	4%
Outside of the US	0	0%	0	0%
<b>Total</b>	<b>572</b>	<b>100%</b>	<b>101</b>	<b>100%</b>
<b>Item Missing</b>	<b>37</b>		<b>29</b>	

Source: Va. Healthcare Workforce Data Center

## Council On Virginia's Future Regions



Nearly four out of five ALFAs had just one work location in 2012. 13% of ALFAs worked at two locations in 2012, while approximately one in ten ALFAs had at least three primary work locations.

Locations	Number of Work Locations			
	Work Locations in 2012		Work Locations Now*	
	#	%	#	%
0	3	1%	4	1%
1	478	78%	474	83%
2	77	13%	52	9%
3	40	7%	30	5%
4	3	1%	3	1%
5	3	1%	3	1%
6 or More	7	1%	4	1%
<b>Total</b>	<b>612</b>	<b>100%</b>	<b>572</b>	<b>100%</b>

\*At the time of survey completion, March 2013.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	438	79%	77	71%
<b>Non-Profit</b>	110	20%	20	19%
<b>State/Local Government</b>	3	1%	8	7%
<b>Veterans Administration</b>	2	0%	2	2%
<b>U.S. Military</b>	0	0%	0	0%
<b>Other Federal Government</b>	1	0%	1	1%
<b>Total</b>	<b>554</b>	<b>100%</b>	<b>108</b>	<b>100%</b>
<b>Did not have location</b>	3		481	
<b>Item Missing</b>	55		24	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

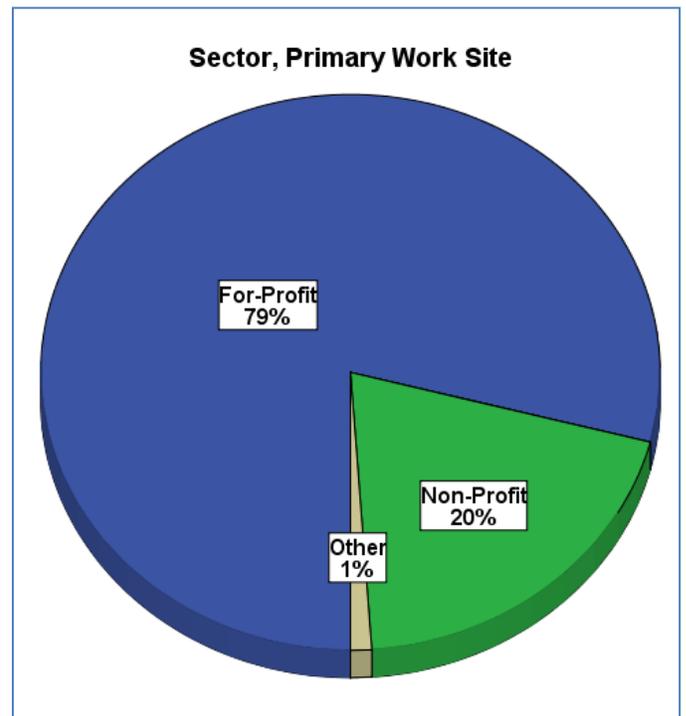
For Profit:	79%
Federal:	1%

**Top Establishments**

Assisted Living Facility:	84%
Multiple Selections:	9%
Continuing Care	
Retirement Community:	3%

Source: Va. Healthcare Workforce Data Center

*Nearly all assisted living facility administrators worked in the private sector, including 79% who worked in a for-profit organization. Just 1% worked for a governmental organization.*

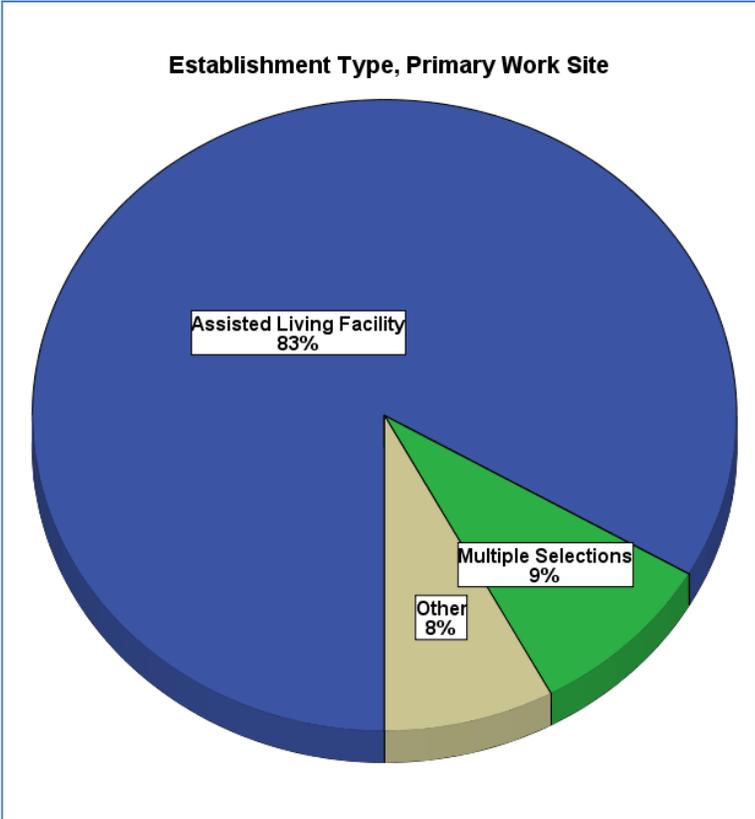


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
<b>Assisted Living Facility</b>	481	84%	81	69%
<b>Continuing Care Retirement Community</b>	16	3%	0	0%
<b>Skilled Nursing Facility</b>	4	1%	2	2%
<b>Home/Community Health Care</b>	4	1%	0	0%
<b>Hospice</b>	2	0%	3	3%
<b>Academic Institution</b>	2	0%	4	3%
<b>Adult Day Care</b>	1	0%	2	2%
<b>PACE</b>	1	0%	0	0%
<b>Multiple Selections</b>	51	9%	13	11%
<b>Other</b>	14	2%	12	10%
<b>Total</b>	576	100%	117	100%
<b>Does not have location</b>	3		481	

Source: Va. Healthcare Workforce Data Center

*More than four out of five assisted living facility administrators worked in an assisted living facility at their primary work location. In addition, nearly 10% of ALFAs worked at a facility that encompassed multiple establishment types.*



Source: Va. Healthcare Workforce Data Center

*Among those ALFAs who also had a secondary work location, more than two-thirds worked at an assisted living facility, while 11% worked at a facility that encompassed multiple establishment types.*

## At a Glance: (Primary Locations)

### Typical Time Allocation

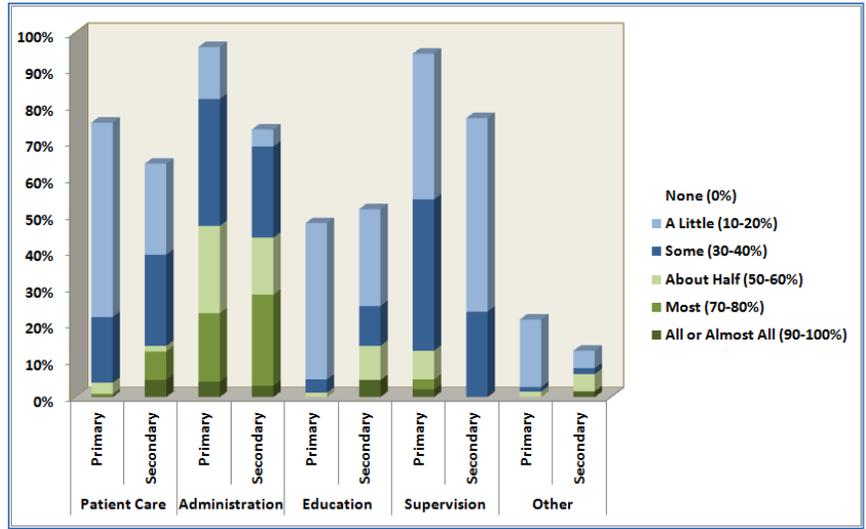
Patient Care:	10%
Administration:	40%
Education:	0%
Supervision:	30%

### Roles

Patient Care:	1%
Administrative:	23%
Education:	0%
Supervision:	5%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



Source: Va. Healthcare Workforce Data Center

*A typical assisted living facility administrator spends 40% of her time on administrative tasks and 30% on supervisory activities. Nearly one-quarter of ALFAs fill an administrative role, defined as spending 65% or more of their time on administrative activities.*

Time Allocation										
Time Spent	Patient Care		Admin.		Education		Supervision		Other	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
<b>All or Almost All (80-100%)</b>	0%	5%	4%	3%	0%	5%	2%	0%	0%	2%
<b>Most (60-79%)</b>	1%	8%	19%	25%	0%	0%	3%	0%	0%	0%
<b>About Half (40-59%)</b>	3%	2%	24%	16%	1%	9%	8%	0%	2%	5%
<b>Some (20-39%)</b>	18%	25%	35%	25%	4%	11%	41%	23%	1%	2%
<b>A Little (1-20%)</b>	53%	25%	14%	5%	43%	27%	40%	53%	18%	5%
<b>None (0%)</b>	25%	36%	4%	27%	52%	48%	6%	23%	78%	86%

Source: Va. Healthcare Workforce Data Center

Patient Workload Responsibility				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
<b>None</b>	35	7%	18	19%
<b>1-24</b>	83	16%	27	29%
<b>25-49</b>	125	24%	12	13%
<b>50-74</b>	104	20%	13	14%
<b>75-99</b>	75	15%	7	8%
<b>100-124</b>	36	7%	3	3%
<b>125-149</b>	21	4%	1	1%
<b>150-174</b>	4	1%	3	3%
<b>175-199</b>	4	1%	0	0%
<b>200-224</b>	5	1%	0	0%
<b>225-249</b>	3	1%	0	0%
<b>250-274</b>	3	1%	3	3%
<b>275-299</b>	0	0%	2	2%
<b>300 or more</b>	12	2%	5	5%
<b>Total</b>	<b>511</b>	<b>100%</b>	<b>93</b>	<b>100%</b>

*The median assisted living facility administrator was responsible for between 50 and 75 patients at their primary work location. Nearly one out of five ALFAs worked with at least 100 patients. For those ALFAs with a secondary work location, the median ALFA was responsible for between 25 and 50 patients.*

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All ALFAs		ALFAs over 50	
	#	%	#	%
<b>Under age 50</b>	10	2%	-	-
<b>50 to 54</b>	20	4%	-	-
<b>55 to 59</b>	26	5%	11	4%
<b>60 to 64</b>	91	18%	50	17%
<b>65 to 69</b>	191	39%	122	43%
<b>70 to 74</b>	93	19%	63	22%
<b>75 to 79</b>	16	3%	11	4%
<b>80 or over</b>	8	2%	3	1%
<b>I do not intend to retire</b>	38	8%	26	9%
<b>Total</b>	<b>493</b>	<b>100%</b>	<b>286</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All ALFAs**

Under 65: 30%  
Under 60: 11%

**ALFAs 50 and over**

Under 65: 21%  
Under 60: 4%

**Time until Retirement**

Within 2 years: 8%  
Within 10 years: 30%  
Half the workforce: by 2033

Source: Va. Healthcare Workforce Data Center

*57% of assisted living facility administrators expect to retire in their 60s, while 11% expect to retire before the age of 60. Among ALFAs who are over the age of 50, 60% still expect to retire at some point in their 60s, while more than one-third expect to work through at least the age of 70, including nearly one in ten who do not intend to retire.*

*Within the next two years, only 7% of Virginia’s assisted living facility administrators plan on leaving either the profession or the state. Meanwhile, nearly one in five of Virginia’s ALFAs expects to pursue additional educational opportunities. 9% will begin accepting administrators-in-training, and 8% will increase patient care hours.*

**Future Plans**

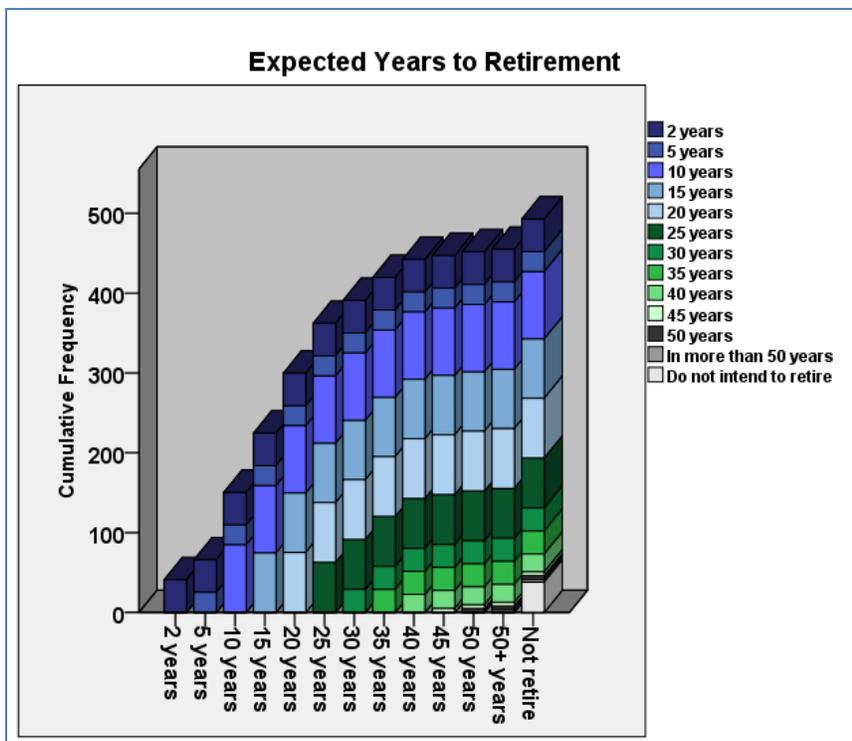
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	13	2%
<b>Leave Virginia</b>	28	5%
<b>Decrease Patient Care Hours</b>	45	7%
<b>Decrease Teaching Hours</b>	3	0%
<b>Cease Accepting Trainees</b>	7	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	52	8%
<b>Increase Teaching Hours</b>	15	2%
<b>Pursue Additional Education</b>	108	18%
<b>Begin Accepting Trainees</b>	56	9%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for assisted living facility administrators. While only 8% of ALFAs expect to retire in the next two years, 30% expect to retire within the next decade. More than half of the current ALFA workforce expects to retire by 2033.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	41	8%	8%
5 years	25	5%	13%
10 years	84	17%	30%
15 years	74	15%	45%
20 years	75	15%	61%
25 years	62	13%	73%
30 years	29	6%	79%
35 years	29	6%	85%
40 years	23	5%	90%
45 years	5	1%	91%
50 years	5	1%	92%
55 years	0	0%	92%
In more than 55 years	3	1%	92%
Do not intend to retire	38	8%	100%
<b>Total</b>	<b>493</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2023. Retirements will peak at 17% of the current workforce around the same time before declining to under 10% again around 2043. In total, nearly half of all ALFAs expect to retire between 2023 and 2033.

## At a Glance:

### FTEs

Total: 728  
Average: 1.19

### Age & Gender Effect

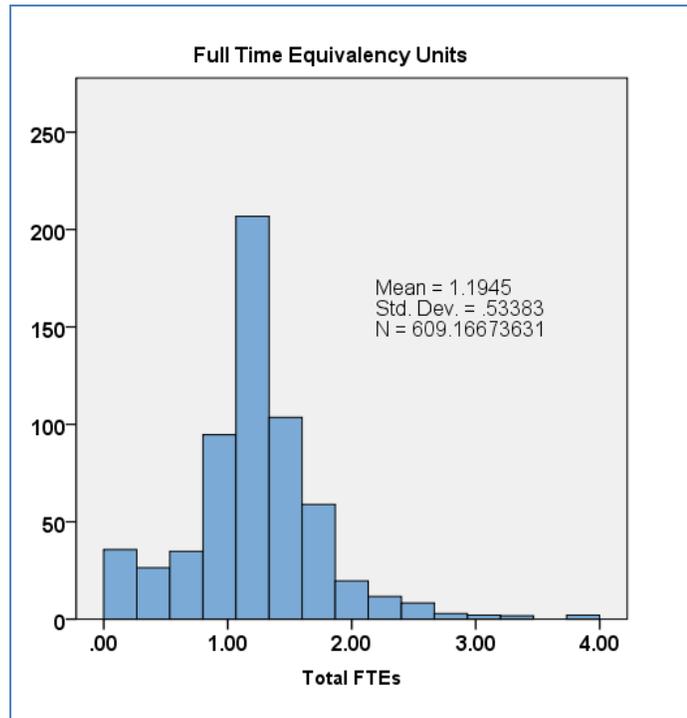
Age, Partial Eta<sup>2</sup>: .024  
Gender, Partial Eta<sup>2</sup>: .000

*Partial Eta<sup>2</sup> Explained:*  
Partial Eta<sup>2</sup> is a statistical measure of effect size.

.01=Small Effect  
.06=Medium Effect  
.138=Large Effect

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

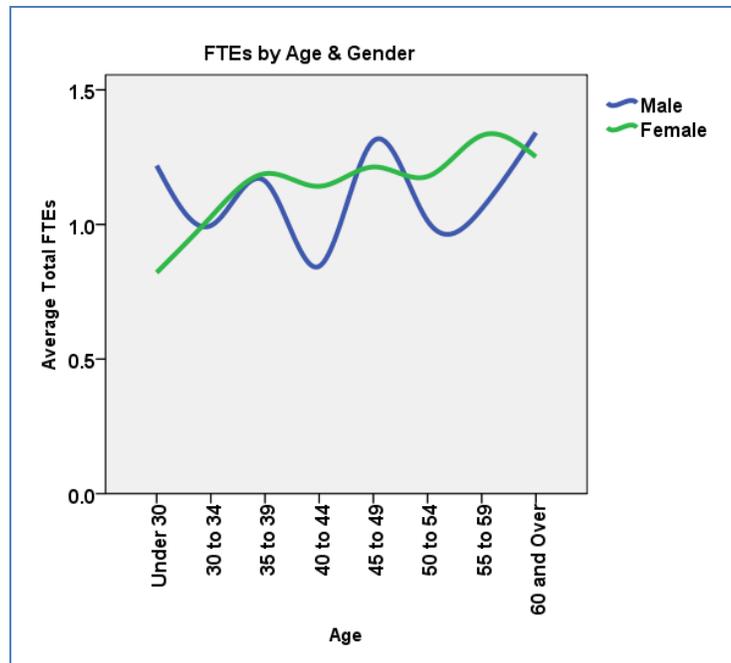


Source: Va. Healthcare Workforce Data Center

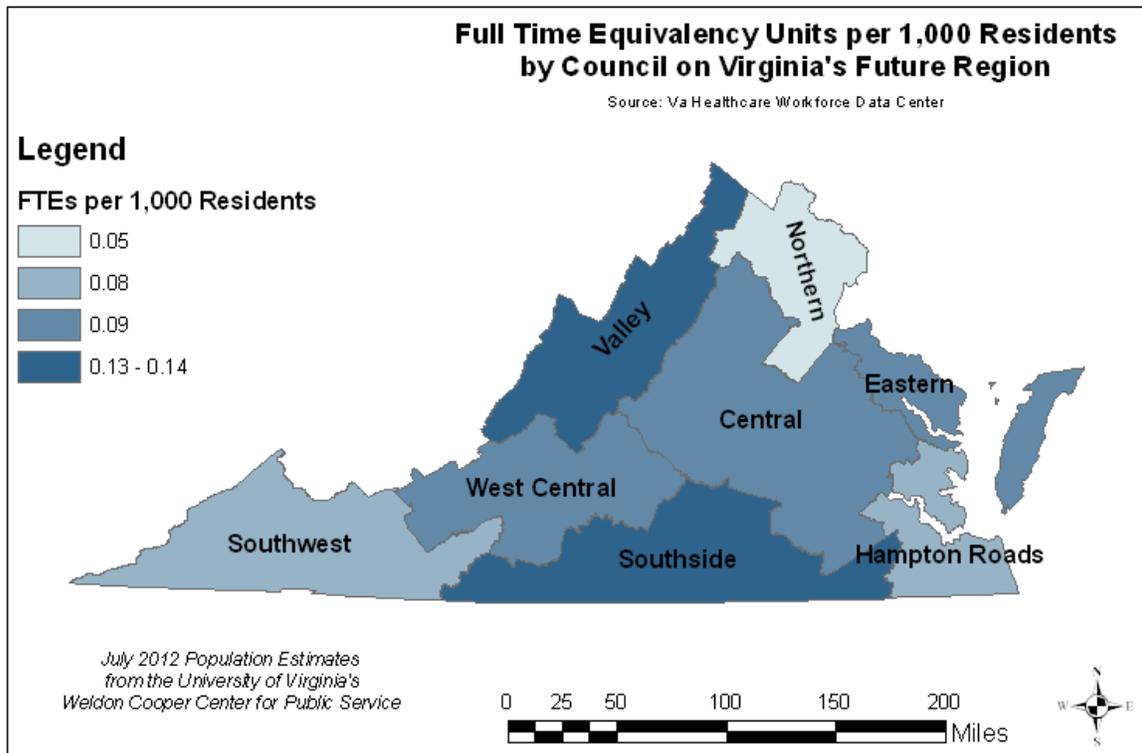
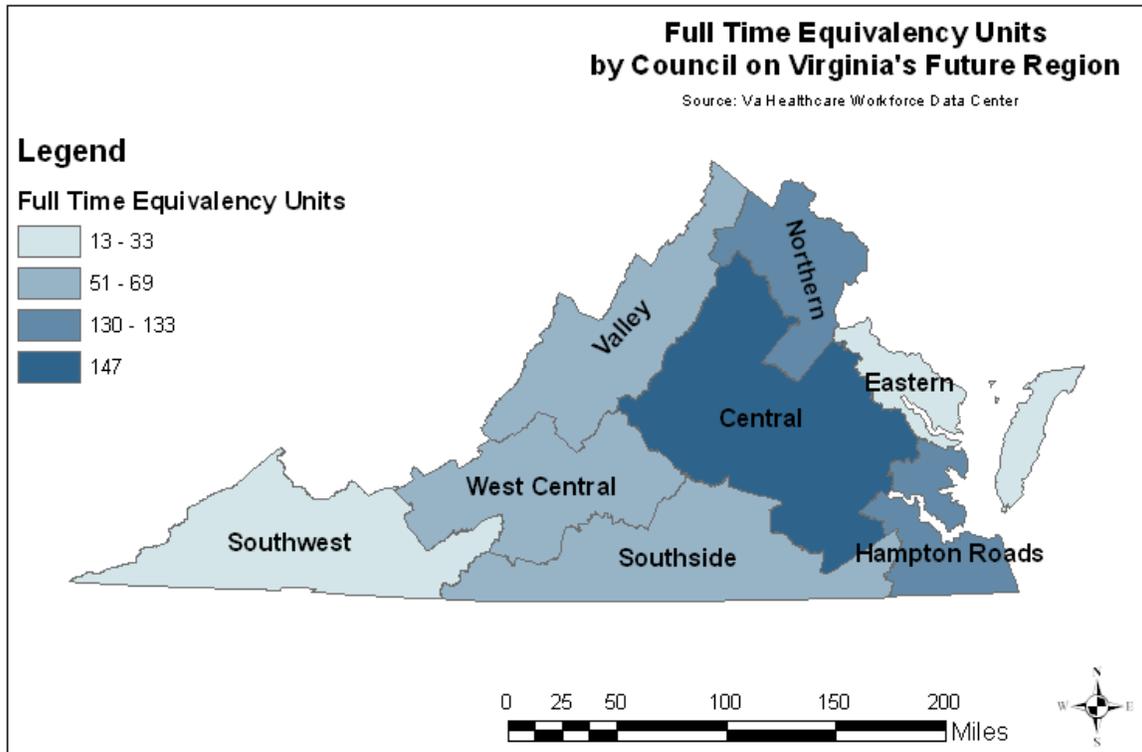
The typical (median) assisted living facility administrator provided 1.17 FTEs in 2012, or approximately 45 hours per week for 52 weeks. Statistical tests indicate that FTEs do not vary by age or gender.

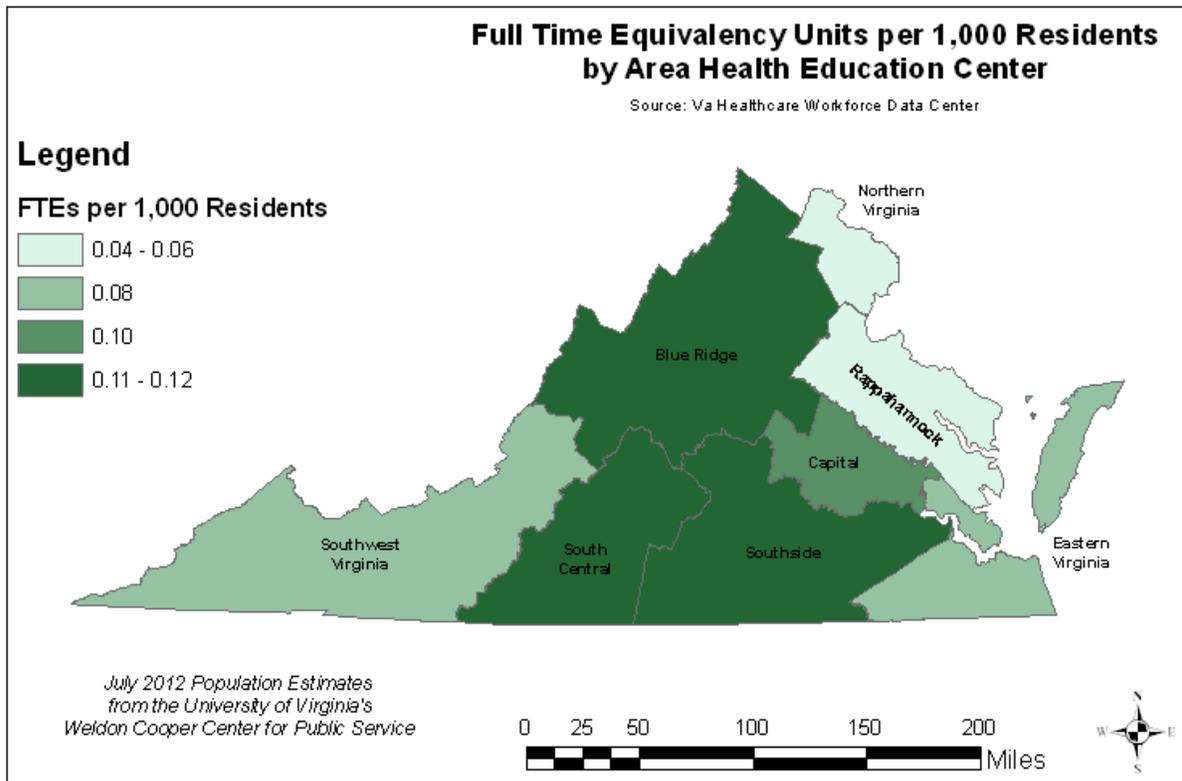
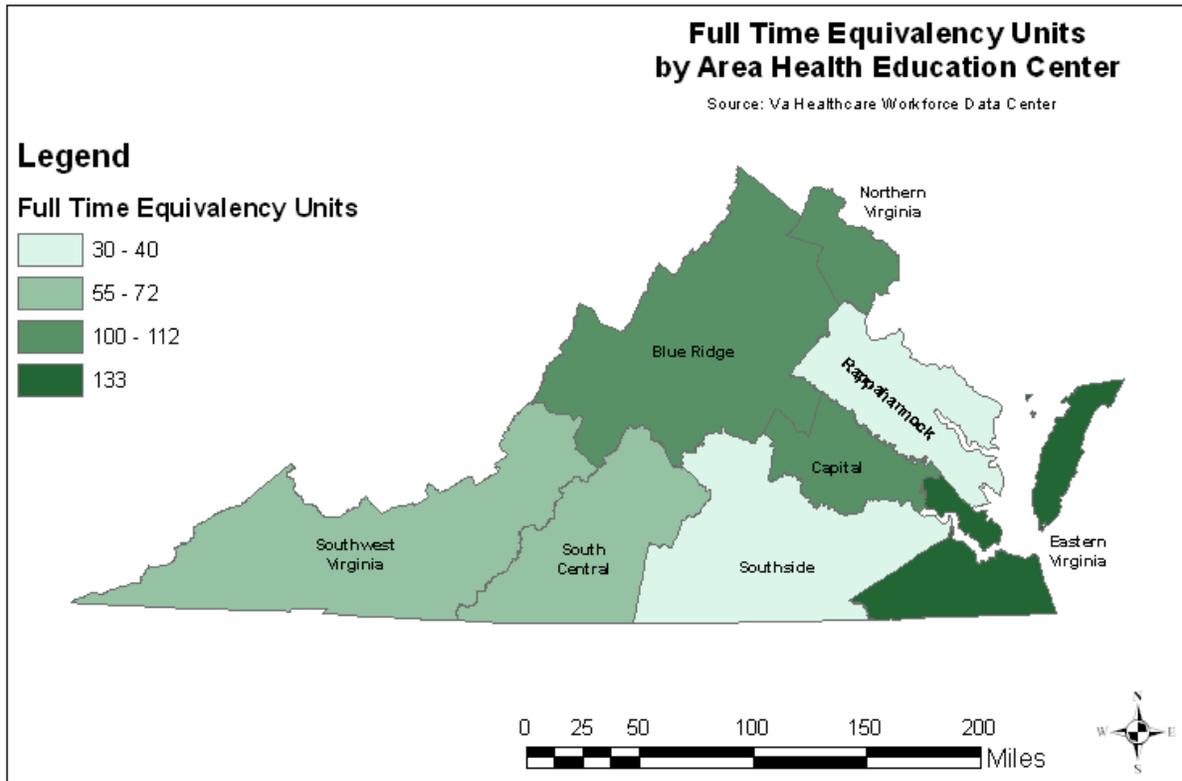
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.88	0.99
30 to 34	1.02	1.13
35 to 39	1.19	1.17
40 to 44	1.05	1.13
45 to 49	1.24	1.17
50 to 54	1.16	1.17
55 to 59	1.29	1.17
60 and Over	1.26	1.17
Gender		
Male	1.15	1.115
Female	1.21	1.17

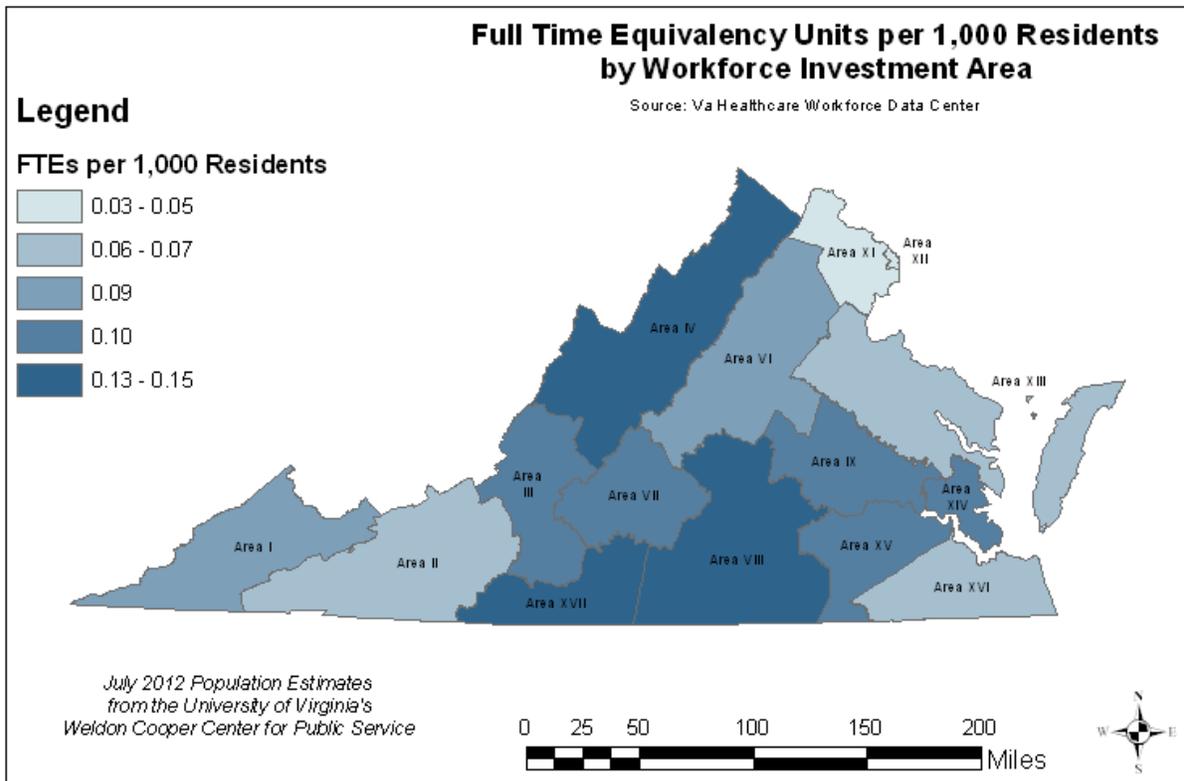
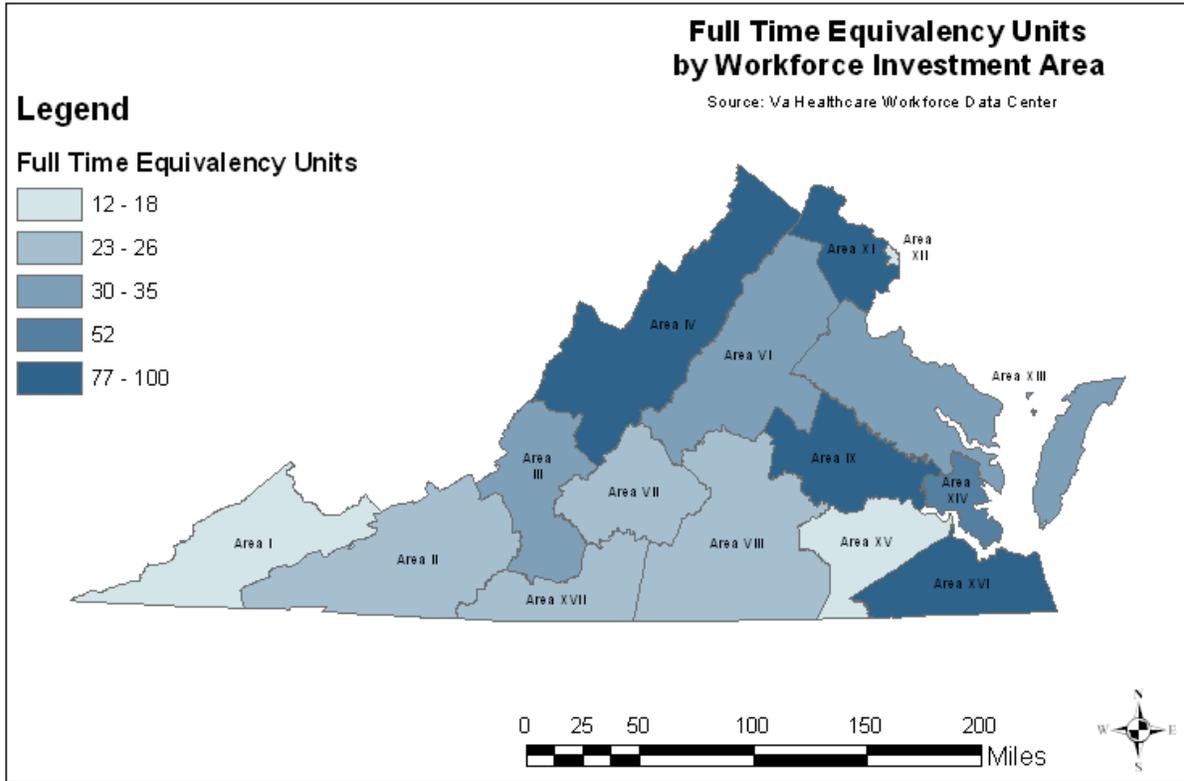
Source: Va. Healthcare Workforce Data Center

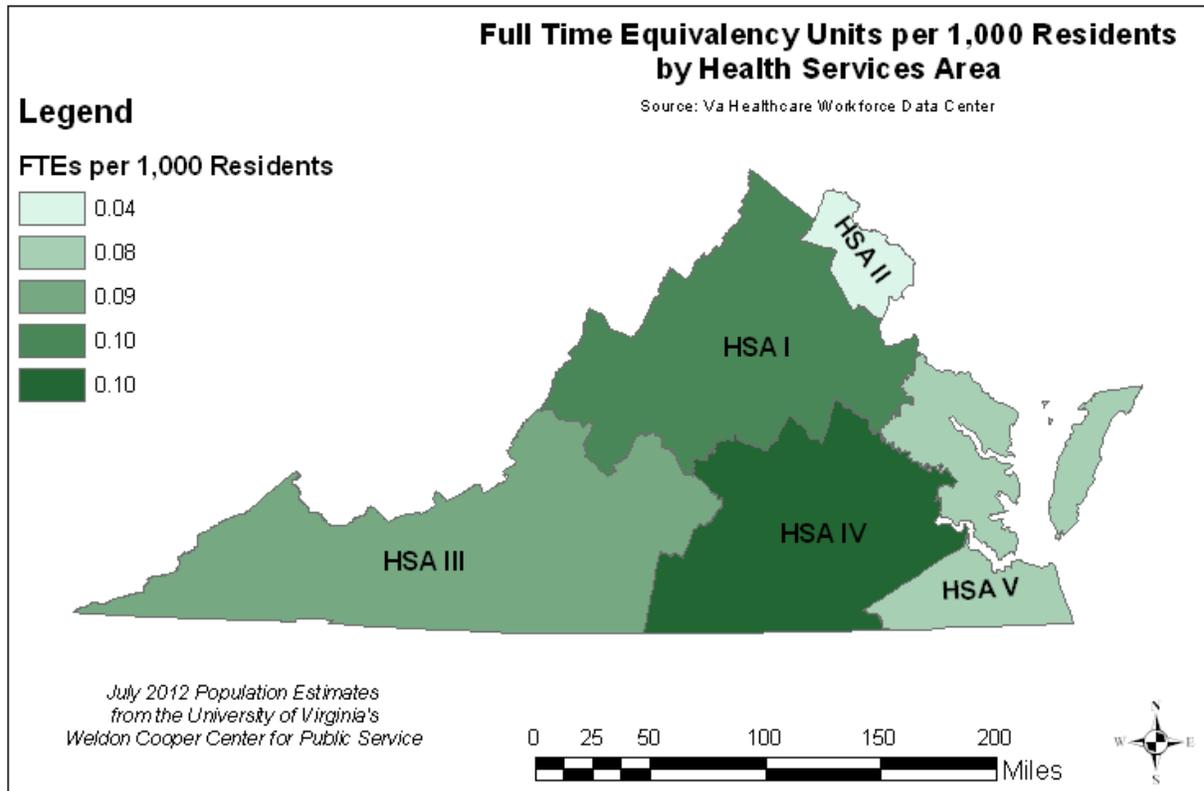
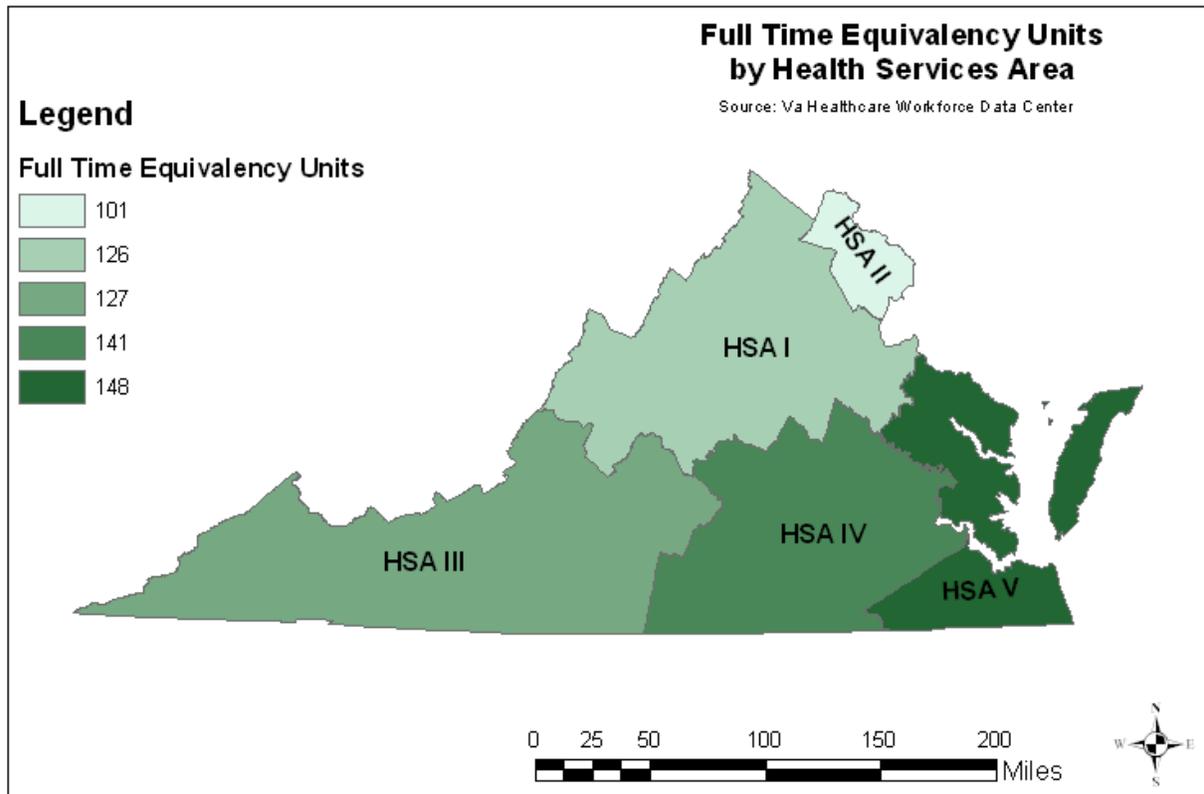


Source: Va. Healthcare Workforce Data Center











Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
<b>Metro, 1 million+</b>	358	69.27%	1.443548	1.206589	1.710173
<b>Metro, 250,000 to 1 million</b>	67	56.72%	1.763158	1.473735	2.088814
<b>Metro, 250,000 or less</b>	62	75.81%	1.319149	1.10261	1.562797
<b>Urban pop 20,000+, Metro adj</b>	17	64.71%	1.545455	1.469385	1.830901
<b>Urban pop 20,000+, nonadj</b>	0	NA	NA	NA	NA
<b>Urban pop, 2,500-19,999, Metro adj</b>	52	76.92%	1.3	1.086604	1.540111
<b>Urban pop, 2,500-19,999, nonadj</b>	31	61.29%	1.631579	1.448989	1.932933
<b>Rural, Metro adj</b>	11	90.91%	1.1	0.919434	1.303171
<b>Rural, nonadj</b>	6	83.33%	1.2	1.162667	1.22243
<b>Virginia border state/DC</b>	26	46.15%	2.166667	1.811007	2.566851
<b>Other US State</b>	12	50.00%	2	1.77618	2.037383

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
<b>Under 30</b>	16	81.25%	1.230769	0.919434	1.811007
<b>30 to 34</b>	29	79.31%	1.26087	1.113179	1.509777
<b>35 to 39</b>	68	76.47%	1.307692	0.976899	1.924195
<b>40 to 44</b>	72	68.06%	1.469388	1.097692	2.162121
<b>45 to 49</b>	81	66.67%	1.5	1.120561	2.207165
<b>50 to 54</b>	112	71.43%	1.4	1.045857	2.060021
<b>55 to 59</b>	107	70.09%	1.426667	1.065778	2.099259
<b>60 and Over</b>	157	57.32%	1.744444	1.303171	2.566851

See the Methods section on the HWDC website for details on HWDC Methods: [www.dhp.virginia.gov/hwdc/](http://www.dhp.virginia.gov/hwdc/)

Final weights are calculated by multiplying the two weights and the overall response rate:  
 $ageweight \times ruralweight \times responserate = final\ weight.$

**Overall Response Rate: 0.679128**

